



## Success through Equity Achievement Award Program (Not for credit)

**Santa Barbara City College** is a diverse campus community. Hispanic/Latinx, Black, Asian/Pacific Islander, and Native American students represent 54% of our student body. The success of all students is a priority. However, a large portion of our transfer to a CSU or UC. Many of our students are the first generation in the family to attend college and most have significant financial needs. Our students, however, come to us eager to learn and to make better lives for themselves and their families.

**Building an environment** that supports diversity, and advances equity and inclusion into the mainstream requires the active participation of everyone on campus. Come join us in this exciting and valuable professional development program, which is designed to enhance our employees' skills and at the same time create an environment that is progressive and proactive in the support of closing student achievement gaps, and providing a welcoming place of belonging for all. Help us strengthen the richness of our community.

Participants will learn practical strategies and tools for the classroom and service areas as well as gain knowledge and understanding of the available resources that will equip faculty and staff to more effectively serve and lead on behalf of our diverse community of students and staff. Classes are not for credit. However, flex credit may be available for faculty (subject to approval from FPD).

### Build Your Skills and Qualifications

All employees may take **qualified** courses; attend workshops, or participate in special events sponsored by the College in pursuit of the Achievement Award or take individual courses certified as eligible by the Equal Employment Opportunity Advisory Committee (EEOAC). The Achievement Award is attained by the completion of two to six courses or workshops in each of the seven core topic areas. The Program is intended to be completed over a period of time.



## How does this Program work?

You can complete individual modules (digital badges) for each of the seven core topic areas listed above and over time complete all seven modules to earn the Success Through Equity Achievement Award. Each module has a different completion requirement as listed in the table:

Core Topic	Number of Workshops, Presentations, or Courses Need to Complete Module	Examples of subject matter content within each Core Topic
Culture (Cultural Awareness)	6	Age and Ageism Generation Gaps; Students' Wealth of Knowledge Customs and Traditions Social behavior and Norms Society and Community Emotional Intelligence Implicit Bias, Awareness, and Countermeasures Art, Food, and Music Campus Culture Native Americans and Santa Barbara Family: Being a Single Parent and a Student Family and Educational Goal Attainment From Incarceration to Degree or Transfer Completion Diversity and Religion Youth, Religion, and Identity Annual Leonardo Dorantes Lecture
Differing Abilities	2	Resources Available to Assist Students with Differing Abilities What is a Disability? Types of Disabilities The Americans with Disabilities Act (ADA) How can I Help?
Gender, Sexism, and Heterosexism	4	Gender Bias and Stereotypes Gender Micro-aggressions and Discrimination Sexual Harassment and Assault Title IX and the Clery Act Gender Identity, Orientation, and Pronouns LGBTQ – Making it Safe LGBTQ Definitions and Facts Misogyny and its various manifestations What can I do? Being an Ally Annual Leonardo Dorantes Lecture
Privilege	3	Systems of Power and Privilege What is Social Justice? Societal Norms, Institutional Biases, Interpersonal Interactions, and Individual Beliefs The Privilege Walk Creating a Socially Just Environment Privilege, Oppression, and Justice Book Study: What Does it Mean to be White?: Developing White Racial Literacy Book Study: White Fragility
Race and Ethnicity	6	African American and Black Students: Equity, Completion, and Transfer Creating a Sense of Belonging for Students of Color DREAMers: The Needs and Challenges of Our Undocumented Students Latinx – What does it mean? Closing the Equity Gaps: Black and Latinx Students Culturally relevant and responsive practices Asian, Filipino, and Pacific Islander Students: Myths, Stereotypes, and

		<b>Unmet Needs</b> Micro-aggressions and Micro-affirmations Native Americans: From Intergenerational Learning to College Completion Implicit Bias, Stereotypes, Awareness, and Countermeasures Annual Leonardo Dorantes Lecture
Socioeconomics	3	Homeless Students Hunger and its Impact on Learning Resources for Socioeconomically Impacted Students Resources for Single Parents College Promise Annual Leonardo Dorantes Lecture
Veterans	2	From Service to Education Resources for Veteran Students Veterans and College Completion

### Have you already started this Program?

If you have attended some of the recent workshops and presentations on the topics of diversity, equity, inclusion, and social justice, you may have already started this Program. The following workshops offered during the 2017-18 academic year have been approved by the EEOAC as qualified for the purpose of completing this Program:

Date	Title of Presentation/Workshop	Qualifies Under these Core Topic Areas
July 2017	Book Study: What Does it Mean to be White?: Developing White Racial Literacy	Privilege
03-23-2018	Using the Critical Race Tool of Racial Micro-aggressions to Examine Everyday Racism in Academic and Service Spaces Presenter: Dr. Daniel Solorzano	Race and Ethnicity
04-25-2018	What Does Equity Look Like? Creating Access for All Students. Presenter: Dr. Tyrone Howard	Culture Race and Ethnicity
05-08-2018	Father Boyle at SBCC	Culture Race and Ethnicity Socioeconomics

### How do I Sign-Up?

The Participation Form will be handled through the District's Equal Employment Opportunity Office, on behalf of the Equal Employment Opportunity Advisory Committee. All Faculty, Staff, and Managers will receive an electronic registration link to complete the Participation Form. Individuals who have attended the workshops or presentations listed above will have this information prepopulated on the Participation Form.

### What happens after I complete the Participation Form?

On an ongoing basis, you will receive information regarding college-sponsored events that qualify toward completion of the Success Through Equity Achievement Award. We encourage you to sign-up for all events that qualify toward the Achievement Award. Once we verify your attendance through the event coordinator, we will update our database. Digital badges will be issued upon completion of each module.

In the meantime, if you have questions or need additional information regarding the Program, please do not hesitate to contact Perla Jones at [prjones2@pipeline.sbcc.edu](mailto:prjones2@pipeline.sbcc.edu) or by telephone at (805) 965-0581 extension 2576.